kraftsman

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THILMANY PULP & PAPER CO. ● KAUKAUNA, WISCONSIN 54130

Thilmany

kraftsman

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KAUKAUNA'S HISTORIC WATERWAYS

Many of us who work at Thilmany are not aware of the historical significance of the canal on one side of our mill and the Fox River on the other. Did you know, for example, that an invading army came down the Fox River past our mill property? Did you know that at one time our Thilmany island was not an island but was part of the gradual slope extending from the hill of Thilwerth Park, across the canal and the Thilmany property all the way to the rapids in the river? Did you know also that it was planned at one time that the Fox River be the main artery for all commerce that came out of the East?

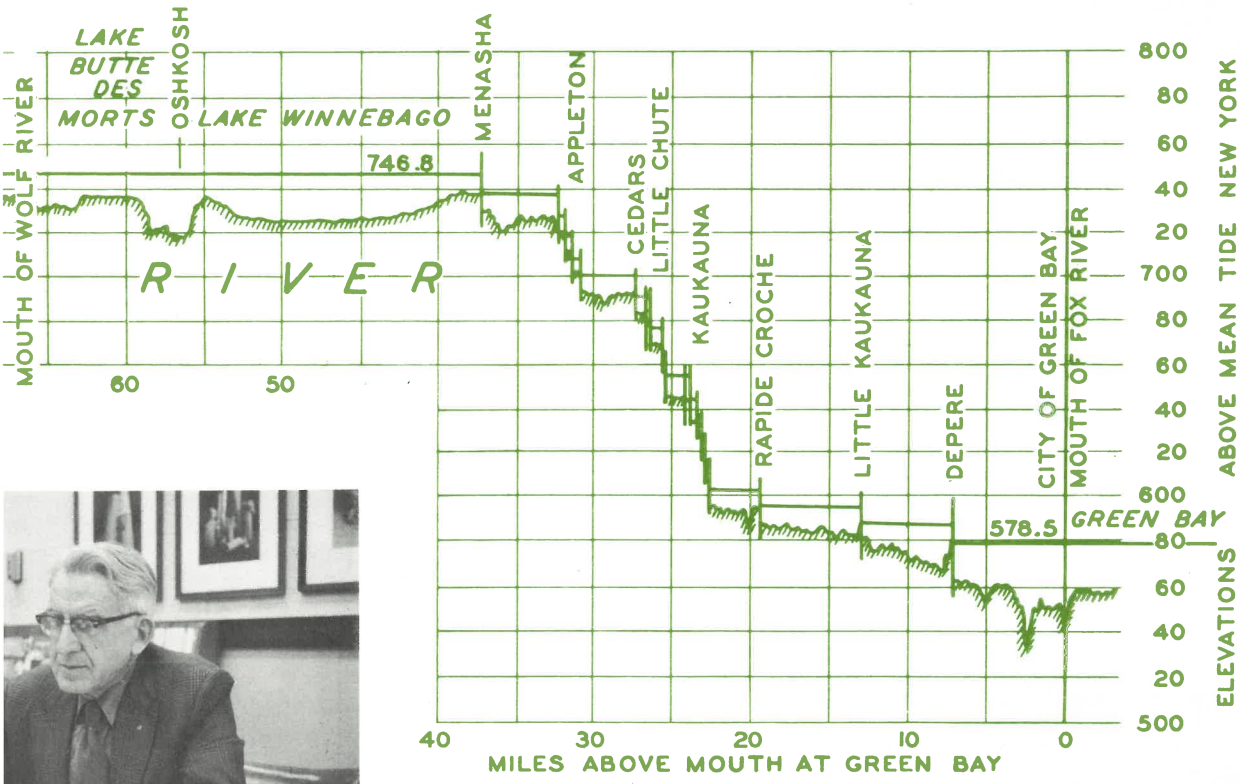
These are just some of the things that your editors found out from conversations we had with James Bambery who was a civil engineer for the government involved in the reconstruction of locks and dams on the Fox River between 1930 and 1942. Therefore, he has first-hand knowledge of the recent history of the waterways and extensive records of prior history.

According to Jim's accounts, the drop in the river in Kaukauna is 50 feet, which makes it the sharpest drop in the entire 143-mile length of the Fox. This fact is significant in several ways. First, it created a fast and dangerous area of rapids at Grand Kakalin (the old name for Kaukauna). It also meant that the water power potential was great here, also the cost of the canal system was more expensive here than in any other place along the Fox River.

Let's first, however, take a look at some facts about our are some years ago. There were no r except the Indian trails and in o a few instances did they extend great distances. The forest and underbrush and the fallen trees made the wilderness almost inpenetrable and the distances w usually too great for effective fo travel. Water transportation was comparatively easy and more sp The Fox River was more largely than any other transportation r in what is now Wisconsin.

It had this distinction despite a reputation it gained early as "stinking water." In 1673, Joli drew a map identifying Green B Baye Des Puaus (bay of stinkers) In 1718, a French captain wrote during the heat of summer, the v became so foul and putrid "it is hardly possible to approach the banks on account of the stench." 1744 in Charlevoix's "Journal Historique" he says, "... along the entire length of the shore wh their (the Winnebagos) cabins w built, one saw only rotten fish, with which the air was tainted." Nevertheless, the Fox was the expressway of yesteryear.

The first vessels used on the Fox were birch canoes which originated with Chippewa and O Indians. These canoes were ideal carrying light loads and for tranversing rapids. They were ea handled in shallow waters and o boatman could handle them on portages. It was canoes that car



James Bambery

Above is a profile map of the Fox River which clearly shows the 50-foot drop in river flow through Kaukauna.

In the lower right photo, the daughters of James Bambery enjoy riding the "Jane" on one of its last commercial voyages on the Fox River.

onsiderable force of British soldiers
l Indians through Kaukauna to
irie du Chien where they captured
nited States fort during the War
1812.

hortly therafter, early settlers
jan to come in greater numbers and
its with a larger capacity were
ded. The successor of the canoe
s the Durham boat. These boats
re slow but they were strongly
lt and could carry 15 to 30 tons
freight and passengers. A runway
each side of the boat was used
the crew who were furnished with
rp, pointed poles or pikes to
pel the vessel. Each man fixed
pike in the bed of the river and
n ran the length of the scow. A
nber of men on each side worked
s way as closely together as
sible. As soon as a man got to
farther end of the boat, he
ed his pike, carried it back,
l again took his place in the
. Most of the settlers who
ne to this region in the 1830's and 1840's came up the Fox from Green Bay by means of Durham boats.

Five principal Indian tribes owned the land in this area until 1836. These tribes were the Fox, the Winnebagos, the Mascontins, the Menominees and the Potawatomis. In 1836, the white man gained possession of this land as the result of the Treaty of the Cedars, signed under a clump of cedar trees between Appleton and Little Chute along what is now Highway 96.

Plaguing transportation on the Fox were the rapids at Grand Chute with its 38-foot drop, at Little Chute with its 38-foot drop and the 50-foot drop here in Grand Kakalin. This was preventing the Fox from serving as a waterway connecting Lake Michigan to the Mississippi. The earliest French missionaries recognized the possibility of the East-West waterway and this became an oft-repeated dream of our early leaders. If a series of locks and

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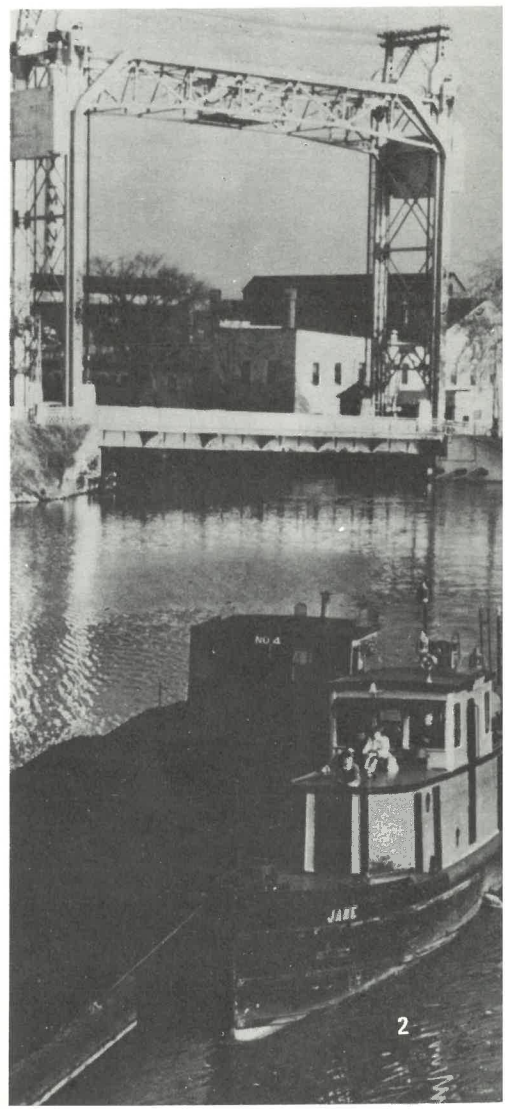

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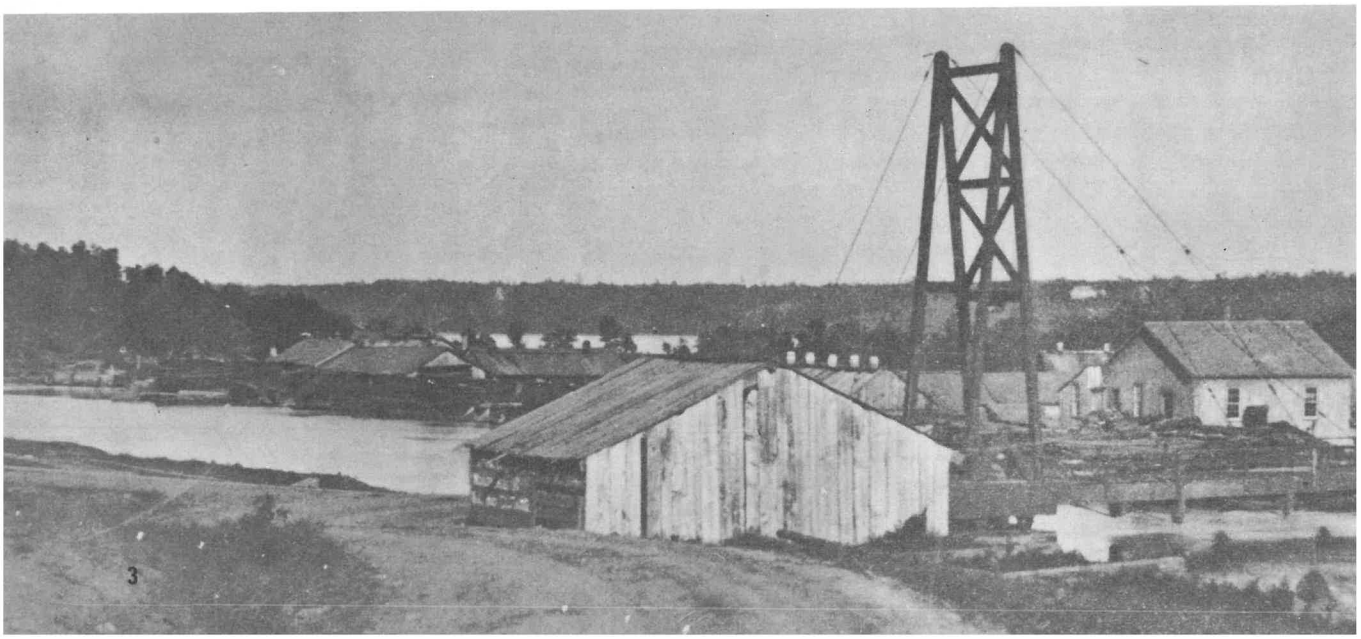
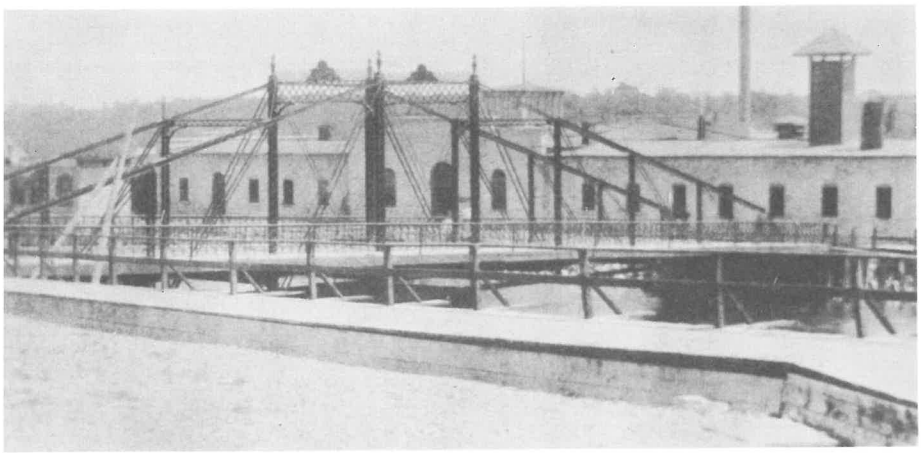
canals could be built along the Fox River to allow larger boats to traverse the river, the long-sought dream could result. Finally, in 1839, Congressman Morgan L. Martin of Green Bay obtained an Act of Congress granting various tracts of land for this purpose and the war department employed Captain T. J. Cram to make a preliminary survey and estimate of the cost. This estimate for the canals and locks for the entire length of both the upper and lower Fox River and the two-mile portage between the Fox

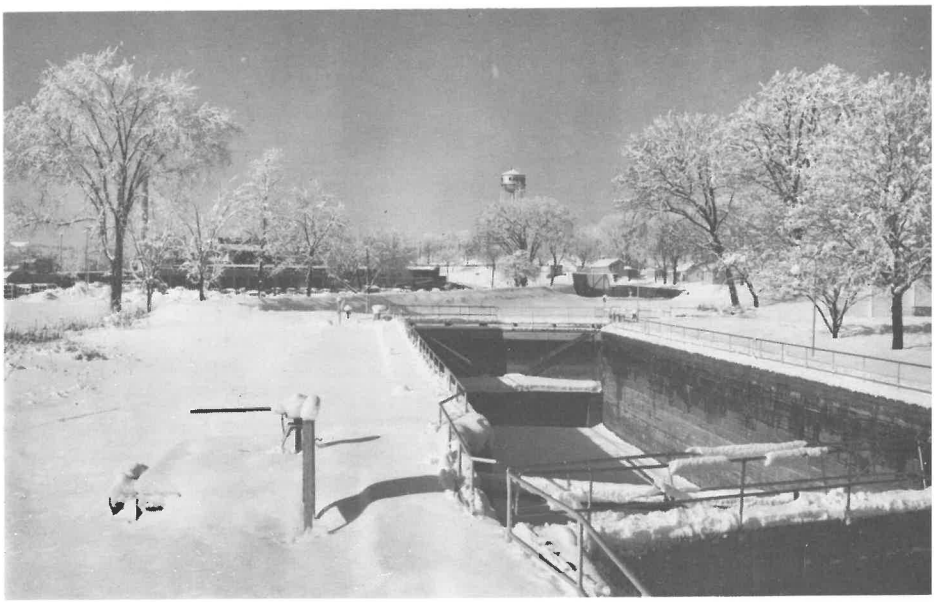
Above, the "Neenah", a side wheeler was captained by C. "Earl" Velte, father of Tom Velte, specialty paper sales. He is shown on upper deck. This boat was typical of many steamboats that sailed Fox River and Lake Winnebago.

Below is one of the first views of the government canal in Kauka 1881. It shows the "Thilmany Island" before Thilmany was buil old bridge, shown, swung from one side of the canal bank for op as contrasted with the "center post" bridge that replaced it (see photo top page 4) and the present high lift bridge built in 1921. Doane's Pulp Mill is shown to the right on the above picture and the distance is the Reuter Hub and Spoke Mill.





The north side canal bridge, left, replaced the "old iron bridge" shown on page 3. In the background is the old "Union Bag" building which houses our present decorating department. It is estimated that this photo was taken in the early 1900's. Perhaps one of our readers can more accurately affix the correct date.



Above, the winter scene shows the second lock in Kaukauna, drained for the winter months awaiting Spring when navigation on the Fox would once more be resumed.

Left, riding a barge into the lock where he will secure a line and close the lock is Milt Chosa, now deceased and formerly a Thilmany employee.

and the Wisconsin River was $70,000. This was far short of needs. The eventual cost came 58,000 financed mostly by e companies who were to fail. ıe of 1851, work was begun in g the canals in Kaukauna. The force was approximately 500 mostly Indians, and most of the was done by hand or with drag s behind a horse. The canal ınt to the mill was actually cut from the hillside and when completed, it made our piece of land an island. The walls of the early canal were not retained and pressure from the hillsides often collapsed the earth back into the canal ways. The locks were built of stone and timber. Eventually, the Kaukauna portion and the entire length was completed in 1856, and the first boat to make the complete west-to-east trip was the Aquilla, a paddle-wheeler steamboat. It left Pittsburgh, went down the Ohio River, then up the Mississippi and Wisconsin Rivers, through the upper Fox from Portage to Oshkosh, through Lake Winnebago down the Fox River past Kaukauna and eventually to Green Bay.

At that time, a private company was attempting to run the locks using tolls as the means of getting revenue. They failed and in October of 1872

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(100 years ago), the United States Government purchased all the dams and canals and navigation rights from the Green Bay & Mississippi Canal Company. (The government would not buy the water power rights and this company still retains them today).

Although there were a few steamboats operating on Lake Winnebago before the time of the opening of the canal, in the 1860's and 1870's, a mania began for steamboating. It seemed that everyone with a little surplus cash wanted to build and run a steamboat and it may be said that everyone of these investors lost his money in due time. These steamboats carried passengers and freight, including sugar beets, potatoes, lumber, laths and shingles, grain, flour and feed, butter and cheese, brick, barreled beer, salt, tanning bark, clover seed, lime, meat and a great deal of general merchandise. The first boat was the Black Hawk later renamed the Manchester. Some of the old names of the early steamboats that will be remembered by older natives are: The Thistle, Tom Wall, Carter Boscobel, Marston, Evelyn, Nellie B, Paul L, Valley Queen, Leander Choate, The Oshkosh, Herman Hitz, The Menasha and many more.

Some of these boats made excursion trips on Sunday afternoons. As many as 200 people would be on one vessel and might have a small band aboard to make a very enjoyable outing for the day. The Valley Queen operated on these excursion trips on the river as late as 1924.

As railroads were built and roads became better, more commercial products moved by other methods than by boat. Coal, pulpwood and other commodity items, however, were still carried on the canal.

The Fox River Navigation Company was organized in 1918 and started coal barging in 1919 and was in continuous operation to the end of the 1959 season. Jim Bambery was manager of this company during its final years. Coal barging continued to increase from the early days 'til the mid-1940's when approximately 300,000 tons were moved annually. Thilmany was one of the first customers for coal by barge. In those first years, the coal was removed by men with wheel barrows walking over springy gangplanks. Later, overhead cranes removed the coal a few hours as opposed to several days required to unload a barge by hand. During the years 1932 thro 1937, about 4,000 tons of sulphu were also transported annually or river barges, as well as an appreciable amount of pulpwood

Eventually, the faster-moving railroad cars and trucks operating twelve months per year made transporting by barge uneconomi and the era of commercial navigat on these waters closed in Novemb of 1959.

The great dreams of our early explorers to have a waterway fror the Great Lakes to Mississippi nev gained the realization they envisi The locks on the upper Fox have closed and no longer can an uninterrupted trip be accomplish We, on the lower Fox, however, h inherited a beautiful connecting waterway between Lake Winneba and Green Bay. We have one of th most enjoyable waterways for pleasure boating available in the Midwest.

The editors thank Jim Bambery for this trip down the river.

BAMBERY BIOGRAPHY

Jim Bambery graduated from the University of Wisconsin in 1928 as a civil engineer. Upon graduation, he joined the U. S. Government's mapping and water power studies in Northern Michigan. In 1931, he was assigned as resident engineer in charge of the upgrading and reconstruction of the government's locks and dams on the upper and lower Fox River. During the years 1931 and 1942, many of the old timber crib locks and dams were rebuilt in concrete and steel. From 1942 to 1946, he was area engineer at Appleton, in charge of the Army Corps of Engineers Fox River navigation operation and of the area's inspection services f military procurement. After t he became manager of the Fo Navigation Company, engage shipping of coal and other ma up the Fox. In 1959, he joine Thilmany, on special assignm Fred Herbolzheimer, Jr., who production manager. Since re in 1966, he has continued his interest in various activities: h is secretary of the Kaukauna Community Hospital and of t Cliff Forest Park Association; is the Director of the Bank of Kaukauna; and also maintains interest in the Boy and Girl Scout Councils.

'HILMANY
GIRL'S CLUB
PLEDGE TO THE CANDYSTRIPERS

Shown above in the reception area at the Kaukauna Community Hospital are members of the Candystripers and ladies responsible for the success of the program. Left to right are Beth Van Zummeren, Cheryl Mereness, Mrs. Otto Rieth, Melita Sue Romenesko, Mrs. Earl Pogrant and Patricia Huss.

\ new program, now eight months , has been successfully operating :he Kaukauna Community Hospital. is program involves the volunteer p of 53 high school girls called andystripers" who give up many urs of their leisure time to help :e care of the patients at the spital. The girls have now lied a total of 2,500 ur of work.

Credit for the idea is given to s. Earl Pogrant of the Kaukauna spital Auxiliary in starting the up. Then, with the enthusiastic port of the following ladies, program was on its successful y: Mrs. Marc (Betty) Nigl idance counselor at Kaukauna gh School and fondly called the odmother of the Candystripers"), s. Alice Dalton (director of sing at the hospital) who trains l supervises the girls, and Mrs. Otto Rieth, an auxiliary member.

To become a Candystriper, the girls answered a notice posted at Kaukauna High School and attended a meeting to get the details. After parental consent, they reported to the hospital, were assigned to teams and given their schedule for work.

On duty, they don their pink and white striped uniforms and carry on duties such as distributing food trays, ice water, mail and flowers; entertaining the patients in the children's ward or just sitting and keeping company with the elderly patients.

This worhwhile program came to the attention of the Thilmany Girls' Club who agreed to give it some financial support. A pledge of $150 was made and the check for the amount was presented early this month. The money was used to buy some of the uniforms for the girls.

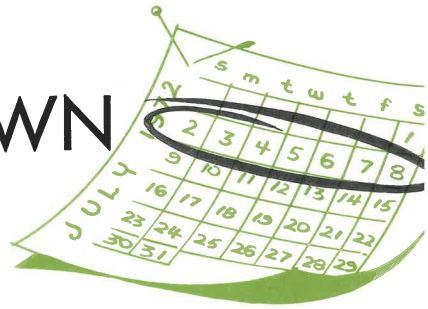
Mrs. Dalton who had worked with this program at other hospitals and Mrs. Nigl both agree that this hospital training has invaluable merit in preparing the girls for one of more than 2,000 health careers or for just running their domestic life.

Outside of the obvious personal satisfaction the Candystripers must receive, there are small incentive rewards such as: after 38 hours of work, the girls receive a caduceus pin to wear on their uniform; for 78 hours of work, they are eligible for a matching uniform cap, and twice a year, they are treated to a mother-daughter dinner. The real rewards, however, are in the faces of the grateful patients.

According to Girls' Club President, Connie Vanden Heuvel, "The club is very happy to contribute to the Candystripers. They are a very worthwhile program."

In this photo, receiving the check from Connie Vanden Heuvel, Thilmany Girls' Club president, are Mrs. Pogrant, Mrs. Rieth and Mrs. Dalton.

GETTING READY FOR OUR JULY SHUTDOWN



For the first time in many years, Thilmany will have a plant-wide shutdown the week of July 4. Fourteen years ago, this was an annual event for the maintenance crews to schedule all their major maintenance and repair jobs. According to P. H. West, vice president for manufacturing, the shutdown this year is of a different nature. It is necessitated by the installation of a new electric distribution system which will mean that there will be no power available at the lower mill during that week. There is no plan to reinstate this as an annual event.

The planning required for a week's shutdown of this nature rivals the planning that was required for D-Day during World War II. The engineering department obviously has been working for some time on the extensive plans required for the electrical changeover. The maintenance department is busy scheduling their workload which they are planning in order to take advantage of the equipment shutdown that week. The administrative division is making certain that vital functions such as shipping, billing and phone service are taken care of, even though they will be handled with skeleton crews. The marketing department is vitally concerned that we handle customers' needs. All of these functions are requiring months of planning in advance of the actual shutdown so that a minimum of disruptions and inconveniences occur during that week.

Ed Uehlein, manager of engineering services, explained the necessity for the new electrical distribution system. "In the past, we have generated most of our own power to supply mill demands. We have also increased the mill electrical load requirements every time we have added a new piece of equipment. We have gotten to the point where the increased loads could exceed the capacity of our 12 KV circuit breakers. A study was made of our electrical system and it was found and later confirmed by a General Electric computer analysis that we do not have the adequate capacity and proper protection required of our overall mill electrical distribution system. Major design improvements to the 12 KV electrical system have been approved and are now scheduled for installation and tie-in during the July shutdown." Uehlein added, "In addition to Thilmany's electrical system, KE&W (Kaukauna Electric & Water) will be completing their installation of a new substation. This installation will provide ample capacity for Thilmany's normal electrical load growth for many years."

According to the overall plan, many activities by the Kaukauna Electric Department and Thilmany are taking place in preparation for and prior to the July shutdown. New power poles are being installed by KE&W requiring a number of power line modifications that will be accomplished in a series of small shutdowns at Easter, mid-April and again in June. These are all leading up to the final tie-in of the KE&W substation into a new Thilmany 12 KV electrical system having additional breakers and a distribution conduit split into three sections. This also involves adding a new mill electrical feeder. Prior to the shutdown, the present station power transformer will be replaced with a new 2,500 KVA transformer that was recently installed on the turbine room roof. The old transformer has been in service for 20 years and was considered obsolete.

Taking advantage of this shutdown, Uehlein stated, the maintenance department is schedul many jobs throughout the mill. As part of Thilmany's in-plant environmental control program, a building addition and two surface condensers will be erected for tie-in into the present evaporator lines in the pulp mill. Included in the same program, a new screen roc pump will be installed to recycle white water. Also, during the July shutdown week, a new headbox manifold will be installed on No. 1: paper machine for quality improvement. No. 230 rewinder w be relocated in preparation for the installation of the new No. 56 tandem extruder scheduled for lat this year. In addition, necessary maintenance work will be accomplished in many areas of the mill with emphasis on the utility boilers and turbine generators.

As there will be no electrical power available at the lower mill starting July 3, arrangements for temporary power must be made by utilizing a number of portable gas-driven generators that are to be located in strategic positions for construction, maintenance anc other limited activities.

The marketing department's plans were spelled out by A. R. Miller, general product manager, "It is necessary that we continue

service our customers during the
ll shutdown. Limited shipping
;ilities will be maintained so
at finished orders on hand and
ock items can be shipped as
quested. The product sales
partments and field sales offices
ll operate with reduced crews
om Wednesday, July 5 through
iday, July 7, to handle phone
ls and correspondence, as well
process orders received during
e week. Production planning,
ffic, billing, data processing,
itchboard and sample departments
will support this service function. Customers will get advance notice of the shutdown so that they can plan their requirements accordingly. Wherever possible, orders will be run in advance to be sure that service to the customers will not be interrupted."

One effect of the shutdown, of course, is that most of us will take a week's vacation at that time. This, again, is expected to happen only this year.

This program should provide long-term gains. First, we will have adequate and safer power for years to come. Secondly, the environmental control segments will provide long-range benefits for us and our community. Finally, our mill will be improved, further solidifying our position in the industry.

If any reader has a question regarding the shutdown or other operation of the mill, please forward it to the editors and we will do our best to get an answer and publish it in our next Kraftsman.

SERVICE ANNIVERSARIES FOR FEBRUARY AND MARCH

FEBRUARY '72

44 Years
Clarence Jansen

35 Years
Vincent Dreger
Cyril Reichel
F. S. Young

30 Years
Lloyd Siebers

25 Years
Eugene Liebergen
Donald Kobs
Kenneth Buechler
Melvin Van Wychen

20 Years
Michael Milton
Wesley W. Weinkauf

15 Years
Lowell M. Schmidt
Donald G. Jochman

10 Years
Robert K. Schermitzler
Gary Senso
Ronald D. Pahl
Clayton W. Baumgart
Fred J. Mataczynski
Joan F. Pehlke
David Brown

MARCH '72

35 Years
Edward Blair, Jr.
Raymond Britten
Edward Vander Wyst
Walter Vosters
Arthur (Gene) Brill

25 Years
Clarence DeBruin

10 Years
Edward C. Sasnowski
Richard J. Bloch
Marvin R. Hartzheim
Thomas R. Van Abel
James B. Davis
John J. Vanden Heuvel
Gary L. Wankey
Ronald H. Vande Voort
Jerold Rosenow
Karl H. Altmann

5 Years
Robert H. Coffin
Donald A. Binsfeld
Kenneth Van Rossum
John W. Kramer
Daniel J. Jansen
James F. Weisenberger
William G. West
Patrick J. Sullivan
Daniel DeDecker
Lester G. Ludvigsen

NEW CONSTRUCTION

INDUSTRIAL RELATIONS DEPARTMENT HAS "NEW LOOK"

The situation was crowded, cramped and congested for a while in the employee relations department during the time, early this year, we shall call "operation face lift."

Above, Elmer Kieffer, maintenance, measures a piece of paneling before he installs it during the construction period in the employment office.

Upper right, Carol Kern, receptionist, types and finds it necessary to keep a sign on her desk so they can find her amid the ladders and confusion.

Lower right, Florence Brewster and Jean Schwalenberg keep up their spirits during the building inconvenience.

After a complete physical examination of the facilities, a team of Thilmany experts concurred that they would have to improve the age lines of traffic, iron out the wrinkles and bulges of growth and put a new cosmetic surface on the face of this old area. Neatly kept with an occasional paint job, this section of the old union bag mill served as the employment office since 1940 when Thilmany purchased the building.

During the first surgical stage of "operation face lift," old partitions were torn down and replaced with new. These new partitions separate the departmental functions and enlarge the reception and waiting room area. With the skeletal features reconstructed, the surfacing materials were chos and applied. These materials include marble textured floo tile, wood paneling, vinyl wal covering, paint, green tweed carpeting and new drapes.

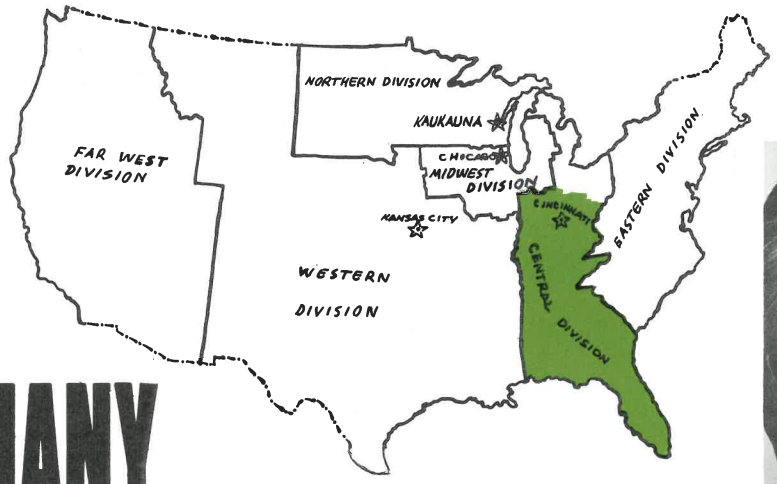
In the overall color scheme, shades of green are used whic create the overall effect of a quiet, functional and pleasan working area, not only for the industrial relations departme

Left, in her new reception area, Carol Kern passes out application forms to two job applicants, Tom Subert and David Kamps. Carrying on their job functions in the pleasant new surroundings are, lower left, Bob DeBruin, industrial relations administrator and Mona Hovell, personnel records clerk. Below is the staff responsible for Thilmany employee benefits (insurance, retirement, T.E.A., Thilmany Employees Association): l. to r., Bob Kindler, Jane Hearden and Jerry Berghuis.

sonnel but for the employees, rees and potential new job licants who use the facilities. ıctions managed in this artment are: hiring of hourly ɔloyees, keeping personnel records, employee benefits including insurance and retirement programs, labor relations and reproduction duplicating activities.

So in joining the celebrities who have recently gone through "operation face lift," namely Senator Proxmire and Phyllis Diller, the industrial relations department also has a new look.

FOURTH IN A SERIES



THILMANY SALES OFFICES

Jim Fitz

Thilmany's Central Division sales offices are located in Cincinnati, Ohio, an industrial and commercial center in the Midwest. The city has been dubbed the "Queen City of the West" and "The Gateway to the South." It is a city enthroned on beautiful hills and terraces which rise high above the north bank of the Ohio River. Cincinnati was named after Lucius Cincinnatus, a Roman statesman and general known for his strength and power. The city is well named because it is in the heart of a strong, powerful, economic area. Paper sales opportunities and convenience to area markets resulted in a decision by Mr. Jerry Thomas (former chief executive officer of Thilmany) to open an office in Cincinnati which was part of his division territory. This was in 1955.

Ray Bloomstrand, former sales representative in the Detroit office, took over as district manager and Irene Miller (present secretary) was hired in 1956. Upon Ray's resignation in 1958, Bob Berth (presently northern division manager) took charge. Then in August 1961, Bob Berth was made division manager of the Midwest Division office in Chicago. The vacancy left in Cincinnati was filled by Jim Fitzpatrick the present Central Division manager. Jim came from Haverhill, Massachusetts where he had managed Thilmany's New England office.

Increased sales volume at this time necessitated additional help. Tom Larsen was transferred from the Kaukauna office to Cincinnati. (Tom eventually was called to active Army duty in the Seattle area where he decided to remain to work after his Army release.) Tom's vacancy in Cincinnati was filled by Mike Cochrane (presently with Tape of Green Bay) until his transfe the New York office.

A big move from the Kaukau office was then made by Gene in June of 1966 who took his v Jo Ann, and five children to Cincinnati to replace Mike. Jol Rather joined the forces in Ma 1970 completing the present three-man sales staff. Irene Mi in her 16th year with Thilman keeps the "whole thing" going doing all of the many secretari chores plus customer contact telephone selling, particularly the male crew is traveling.

The states covered by this division are the southern half Indiana and Ohio, Kentucky a Tennessee except a few count the western part of these two states, and also the states of Alabama, Georgia and Florida

CINCINNATI

Thilmany's vast product line is
d in the Cincinnati trading area.
rge tonnage grades are foil
ounting, carbonizing, citrus juice
liner, box cover, envelope
kraft, Petrocote, reinforced
Wrap-DRI, Vapotite ream wraps
and TL-30.

Major customers include Mead Corporation, Chatfield Paper Corporation, Graham Paper Company, Anaconda Aluminum, U. S. Envelope, American Can, Continental Can, Container Corporation, Owens—Illinois, Citrus Central, Procter & Gamble, Copying Products, three Johns-Manville plants, Standard Register, Diamond National and Specialty Papers.

We salute an important sales division of Thilmany—the Central Division with its headquarters in Cincinnati.

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The above artist's sketch is of Cincinnati's skyline and their new 55,000 seat Riverfront Stadium. Left is a picture of the office building which houses the Thilmany Cincinnati Central Division sales offices.

THILMANY'S SALES OFFICES *Continued*

A real display of enthusiasm is pictured above by the sales crew at the Cincinnati office. Armed with a demonstration tester, sample rolls of pape and flashing their XKL buttons, l. to r., Jim Fitzpatrick, John Rather and Gene Schuh are on their way to their customers to sell Thilmany's XKL freezer paper.

Jim Fitzpatrick is a veteran of our sales force. He spent some of his tenure with other paper companies and because of this long exposure, the "happy Irishman" is well-known in the industry and is recognized for his knowledge of paper – of all kinds. Although Jim has been away from his birthplace, Haverhill, Massachusetts for many years, his New England accent is still evident; "Atlanta" comes out "Atlanter" and "Cuba" comes out "Cuber", but that's part of Jim's personality. Jim is a family man in a big way. He and his wife, Lucille, have six children – all mostly grown by now.

Many of the Central Division customers are the best in the country and Jim considers himself lucky to serve them. You might say, it's the "luck of the Irish."

Gene Schuh began his career at Thilmany in early 1960 as a mail boy. Then in 1962 he accepted the opportunity to join the sales crew and was assigned to the bag sales service department. His selling potential was recognized and a move to Cincinnati was offered to him in 1966. (Jim Fitzpatrick, manager of the Cinti office, must have been quite elated when Gene accepted the move because Gene also participated and enjoyed being a member of the Little Chute Chapter of the Barbershop singers, SPEBSQSA. Jim is an old barbershopper himself). Gene is married and he and his wife, Jo Ann, have five children.

In June of 1969 **John Rather** joined the Thilmany sales group after getting his B.A. at the University of Wisconsin-Oshkosh, John served as a trainee until he was assigned to the Cinti office in March of 1970 as a sales representative. John is a most avid sailor and during the summer you will see his curly hair and brows bleach white from the many hours he spends on the water. John has married since he was assigned to the Cincinnati office.

A native Cincinnatian, with 16 years of service as secretary in the Central Division office, **Irene Miller** holds the record for the most years in the Cincinnati office, being hired when the office was formed. She lives with her mother and a "spoiled 14-year-c cat" within walking distance of the office. This exercise, Irene says, is her most vigorous activity although she enjoys volleyball and square dancing. H creative talents are evident in her sewing (she makes most of h clothes), photography, with whi she records her traveling, and he association with an art sorority at the University of Cincinnati Evening College. Irene is the current president of this Alpha Tau Epsilon Sorority.

Gene Schuh

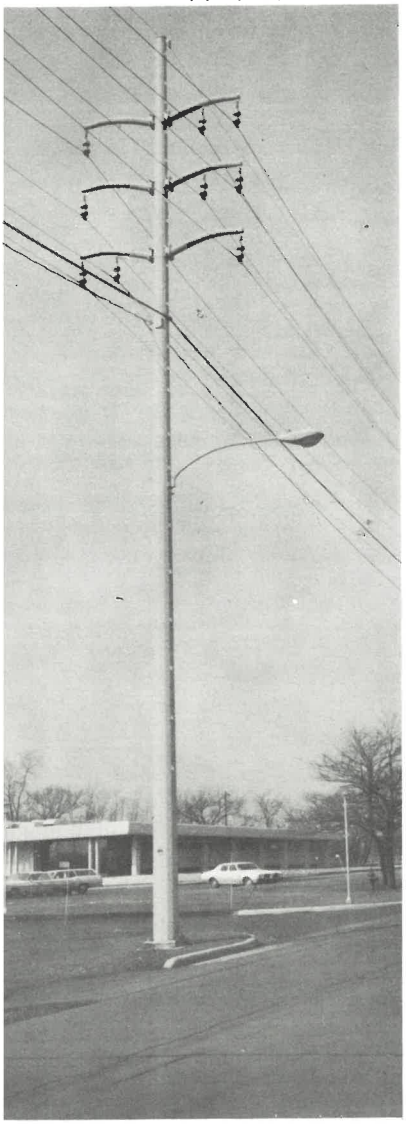
John Rather

Irene Miller

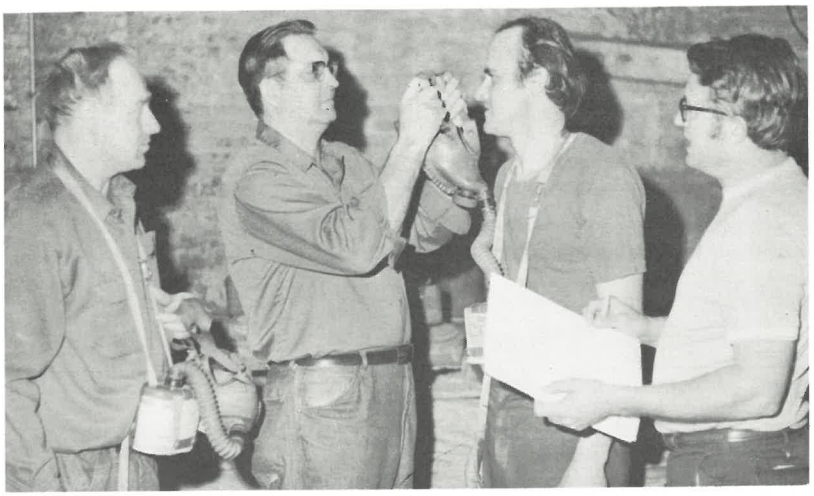
OTPOURRI

In the photo top, right, Karen Kobs, a former Thilmany employee, has returned to the company and has accepted the position of shuttle bus operator. We welcome Karen back and wish her luck as a lady chauffeur.

Below, in readiness for the power change-over this summer are the light green streamline poles being installed on Thilmany property at this time.



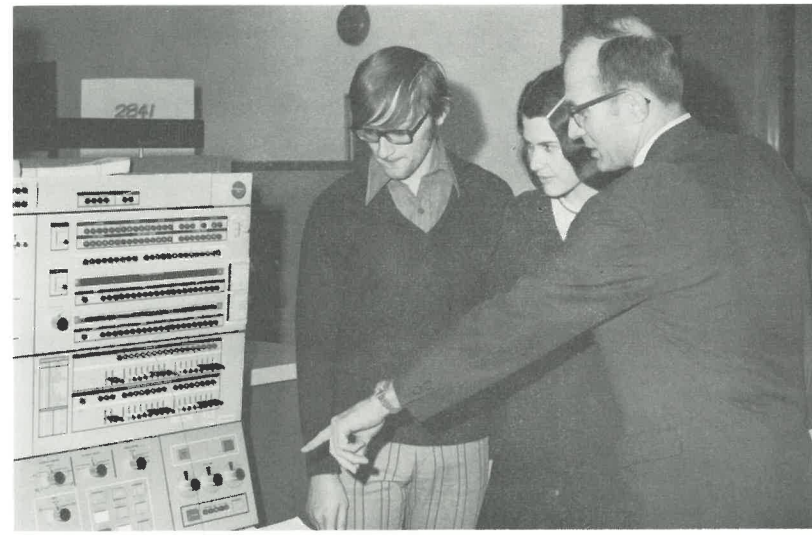
On Tuesday, April 4, a gas mask drill was conducted for all crews in the digester department, the wet room and bleach plant by the safety committee. Each man present had to put on a mask and then have it checked by a safety committee member. In the picture above, l. to r., John Telford, pulp mill superintendent, helped adjust the safety mask on Jerome Koehler.
Below, l. to r., Jerome Koehler looks on while safety committeeman LeRoy Johnson assisted Ken Huss with his mask. William Vanderloop, safety committee chairman, recorded the drill's participation.



continued page 15

POTPOURRI *Continued*

In the picture to the right, Don Witeck, assistant treasurer, explains the functions of Thilmany's data processing equipment to Kim Olson and Tina Wenzel, students at Kaukauna High School. A tour was scheduled recently for the school's business administration department.



At a recent Management Club meeting, below, Paul West, left, vice president for manufacturing, congratulates S. W. McMyler who spoke on the reclamation of paper fiber from polyethylene coated stock at the Riverside Paper Corporation in Appleton. Program chairman, Stu McIntyre, looks on. Directly below this picture, at the same meeting, Edward E. Uehlein, manager — engineering services, explains to the Club the latest techniques used in checking and preventing deterioration of metals in machinery. Club officers Michael Aspan and Fred Mataczynski look on.

In the picture to the right, another former Thilmany employee has returned to work. Sharon (Weiland) Carney is now in the advertising department but you will remember her from the employee benefit department where she handled your insurance and medical claims.

Below, right, picture two new safety committeemen receiving their badges on February 11 of this year in the office of Don Stanek. Left to right are D. A. Stanek, assistant manager of paper mill; Ron Hietpas, backtender on No. 14 paper machine; Sylvester Verhagen, machine tender on No. 11 paper machine, and Bill Swan, paper mill superintendent.

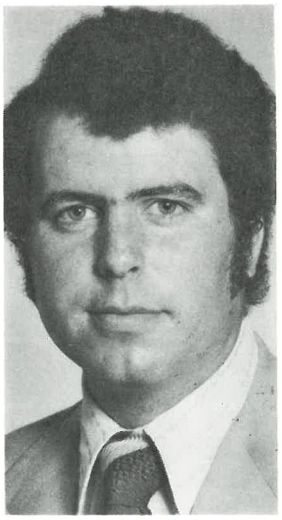
In the photo at the right, in ıttendance at the Style Show meeting were, l. to r., Club ident Connie Vanden Heuvel, Glenn Schilling, club advisor, s shown snarling his approval the new long length fashions, l Mary Konitzer, president of A-Mara-Can Business Club of ıerican Can Company. It was int meeting between the two ıbs, the first in the Thilmany Girls' Club history.

Spring Fashions were featured at the Girls' Club meeting held on March 20 at the Ramada Inn - Neenah. The attractive models were: Barbara Rusch, Mary James, Lois Weyers, Betty Biese and Ginny Hartzheim. Mary Ann Carnot, who also modeled, is not pictured below. The Style Show commentator was Jean Schwalenberg pictured to the left.

APPOINTMENTS AND PERSONNEL CHANGES

On January 26, Edward H. Schmidt, assistant general sales manager, announced that **Robert L. Esten** *would be transferred to our Sacramento, California sales office. Bob's move to the West Coast is in support of our growing market position and sales activity in the Far West sales division, and his primary sales responsibility will be for accounts and prospects in the Washington, Oregon, Idaho and Northern California area. Bob joined Thilmany in 1969 and after a short mill and product department orientation, was assigned to the Chicago sales office in July of 1969, as a field sales representative. Bob was scheduled to arrive in Sacramento on February 15 and he will report to H. B. Tollette, Far West division manager.*

Clayton E. DeBruin



Robert L. Esten

Patrick J. Sulliva

Robert C. Dressler

Donald A. Stanek

William J. Swan

Raymond John Telford, Jr.

Douglas Bennett

Raymond John Telford, Jr. *has been appointed pulp mill superintendent, reporting to J. S. Buchanan, manager-utilities and pulp mill. John comes to Thilmany from Hammermill's Erie Division, where he has been employed since 1965, serving as pulp mill superintendent for the past four years. Prior to joining Hammermill, he held pulp and paper management positions with the Oxford Paper Company. A native of Massachusetts, John received his B.S. degree from the Massachusetts Maritime Academy and did graduate work in business at Northeastern University in Boston.*

Clayton E. DeBruin *assumes the position of supervisor of specification writing reporting to Ray Schommer, assistant manager, production control. In this new position, Clayt is responsible for assuring that each order has current technical specifications, current process instructions, current specifications pertaining to the physical requirements of an order at each stage of production.*

Effective February 21, 1972, **Patrick J. Sullivan** *was appointed manager of the paper mill. In his new assignment, Pat has complete responsibility for all phases of the paper mill operation. This organizational change provides for more centralized and improved coordination in all the paper production areas. Pat joined Thilmany in March, 1967, as assistant paper mill superintendent. For the 17 years prior to that, he held various production and technical management positions with the Sterling Pulp & Paper Company and Scott Paper Company.*

To complete the new alignment of responsibilities in the paper mill, the following assignments are effective immediately:

Donald A. Stanek *is named assistant manager - paper mill, with primary responsibility for the operation of Nos. 9 and 14 paper machines.*

Robert C. Dressler, *superintendent, is responsible for paper machines Nos. 8, 10, and 12.*

William J. Swan, *superintendent, has responsibility for paper machines Nos. 11 and 13.*

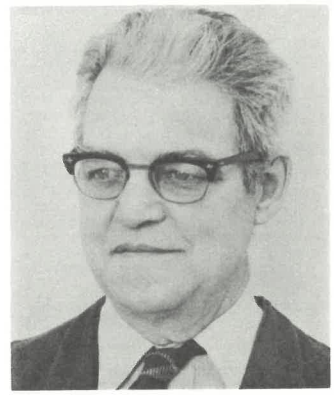
Messrs. Stanek, Dressler and Swan report directly to P. J. Sullivan, manager - paper mill.

Douglas Bennett *returned to Thilma in January, this year, after spending a two-year hitch in the Marine Corps. H went to San Diego for boot camp and received additional training at Camp Pendleton in California. From there, was transferred to Camp Le Jeune, N where he worked as a cost accountan Fleet Marine Force-Atlantic until his separation. Doug worked in the cove and decorating division in 1970 and h been assigned to the plastics marketi division since his return. He and his wife, Sherry, (a former Thilmany em in the planning department) live in Appleton.*

Vils

Leslie J. Schumann

Lawrence B. Arts



Sylvester N. Brown

Franklin A. Ristau

ETIREES

eph E. Vils
ruary 1, 1972

seph E. Vils retired February 1 almost 46 years of service at many. He worked on the rcalenders from the time he ed in March of 1926 until 1949. ad two years in the pipe shop then transferred to his last tion as knife grinder in the ntenance department. Joe is a rter Century Club member, iving his 30-Year Award in 1956 the 40 Years and Over Award in 1.

e keeps his young appearance ctively participating in fishing, ing, gardening and yard work. nd his wife, Estelle, and one , Thomas, reside at 1409 Crooks nue in Kaukauna. The Vils have married daughters and six ndchildren.

lie J. Schumann
ruary 1, 1972

alking up 45 years and 8 ths of service, Leslie J. umann retired in February. He ked on 'ol No. 5 paper machine third hand and backtender. In 8, he moved to No. 10 paper chine and since 1953 was a er machine oiler. He received 30-Year Award in the Quarter tury Club in 1956 and the new Years and Over Award in 1971. es likes to fish and play cards he and his wife, Dorothy, intend to do some traveling. The Schumanns have two sons, Robert and Ken (a Thilmany employee) and eight grandchildren. They make their home at 1800 Florence Street, Kaukauna.

Sylvester N. Brown
March 1, 1972

The Thilmany employee with the longest service record is retiring on March 1, 1972. He is Sylvester N. Brown who totaled 48 years and 5 months at Thilmany. In 1923, he started on the supercalenders and then moved to the paper machines and was No. 8 machine tender at retirement. He is a member of the Quarter Century Club; received his 30-Year Award in 1953; his Over 40-Year Award in 1971.

Mr. Brown and his wife, Gertrude, have two sons, James and Gerald (works in electric shop) and three grandchildren. The Browns enjoy camping and are anxious for the warmer weather. Sylvester also does carpentry work and enjoys fishing occasionally. They make their home at 218 Maria Street, Kaukauna.

Lawrence B. Arts
March 1, 1972

Lawrence B. Arts accumulated nearly 35 years of service at his March 1 retirement. He started on May 17, 1937 as a wet machine truck driver and in 1949 moved to the recovery area and at retirement was one of that department's shift supervisors. Mr. Arts received his 30-Year Award in 1967 and is a Q.C.C. member.

He plans to fish, work in the garden and in his shop. He and wife, Minnie, also plan on traveling. Their three daughters and one son are all married and have 14 children.

The Arts reside at 315 Filmore Street, Kaukauna.

Franklin A. Ristau
March 1, 1972

Franklin A. Ristau started working at Thilmany on April 26, 1956 and had completed 16 years of service. He started in union division and moved to the rewinders and since 1964 was a machine tender on No. 25 poly rewinder.

Mr Ristau, who retired as of March 1, is single and makes his home at Route 2, Fremont, Wisconsin.

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